



Washington, D. C. 20505

77-5989/A

5 December 1977

DD/A Registry

File

*Personnel*

Mr. Clarke R. Watson, President  
The Westland Companies  
1429 Larimer Square  
Denver, Colorado 80202

Dear Mr. Watson:

This is in response to your letter of 3 November 1977.

As noted in our previous letter, we have a deep commitment to improve our posture in regard to minorities, but we recognize that more needs to be done. One of the areas that needs further improvement is the employment and promotion of minorities at the higher grade levels. In response to the question in your latest letter, 1.6% of our employees are minorities receiving over \$30,000 per annum. In the fiscal year completed this 30 September, 30% of our minority professional employees were promoted whereas only 20% of the white employees were.

In regard to your question about the possibility that Mr. Knoche's position could be filled by a minority, there is little we can add to what was said in our previous letter. This is a decision for the President to make, and is, of course, subject to confirmation by the Senate.

We are not able to answer your question on contracting with minority firms in any detail. This is caused by the fact that agency involvement with construction work or the furnishing of services is contracted for by the General Services Administration. In areas where we do contract, i.e., primarily with research and development and industrial firms, statistics reflect that an extremely small percentage are controlled by minorities. Our potential therefore for contracting with minority firms is very limited. We are nonetheless watchful of opportunities to do such contracting whenever possible. For your information, the recruitment brochure to which you refer in your letter is printed within our own printing plant.

DD/A Registry  
77-5989/A

In summary, I believe that the Agency is fully committed to aggressive action over the entire EEO spectrum and that we will continue to progress in this area.

Sincerely,

[REDACTED]

STATINTL

John F. Blake  
Acting Deputy Director

Distribution:

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ADD/Pers/R&P [REDACTED] dhg

RETYPE: 16 Nov 77 (EA-D/Pers/[REDACTED]:rj)

REVISED: DD/Pers/R&P [REDACTED] (1Dec77)

REVISED: EO/DDA (5Dec77)

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Executive Registry

77-598971A

Mr. Clarke R. Watson, President  
The Westland Companies  
1429 Larimer Square  
Denver, Colorado 80202

Dear Mr. Watson:

This is in response to your letter of 3 November 1977.

As noted in our previous letter, we have a deep commitment to improve our posture in regard to minorities, but we recognize that more needs to be done. One of the areas that needs further improvement is the employment and promotion of minorities at the higher grade levels. In response to the question in your latest letter, 1.6% of our employees are minorities receiving over \$30,000 per annum. In the fiscal year completed this 30 September, 30% of our minority professional employees were promoted whereas only 20% of the white employees were.

In regard to your question about the possibility that Mr. Knoche's position could be filled by a minority, there is little we can add to what was said in our previous letter. This is a decision for the President to make, and is, of course, subject to confirmation by the Senate.

In all honesty, we have difficulties in answering your question on contracting with minority firms. In a paper prepared for the Congressional Joint Economic Committee two months ago, we noted that our data base on this subject was deficient. We have been surveying for several months those firms with which we do business to determine which ones are minority. So far, only 20% of these firms have responded. In addition to completing our data base, we have also been reviewing the catalogs of minority business firms. We have confirmed two things from this review. First, most of the minority firms are involved in construction work or furnishing services. Since all of this work is contracted for by the General Services Administration, we receive no credit in terms of minority contracts. On the other hand, it appears from the catalogs that an extremely small percentage of research and development and industrial firms are

controlled by minorities. Most of our direct contracts are with industrial and research and development firms. Thus, it appears that our potential for contracting with minority firms is very limited. For your information, the recruitment brochure you mention in your letter was printed in our own printing plant.

In summary, I believe that the Agency is fully committed to aggressive action over the entire EEO spectrum and that we will continue to progress in this area.

Sincerely,

John F. Blake  
Acting Deputy Director

Distribution:

Orig - Adse

1 - ADDCI

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2 - AD/Pers Chrono (1 w/held)

Originator:

STATINTL  
[REDACTED]  
Acting Director of Personnel

1 DEC 1977

ADD/Pers/R&P/[REDACTED]:dhg

RETYPE: 16 Nov 77 (EA-D/Pers/[REDACTED]:rj)

REVISED: DD/Pers/R&P/[REDACTED] (1 Dec 77) STATINTL

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Watson Associates

Boulder, Denver  
Advertising  
Public Relations  
Marketing

303-573-1865

Approved For Release 2002/02/13 : CIA-RDP81-00142R000400040004-3

77-5973

Executive Registry

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PERS

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November 3, 1977

Mr. John F. Blake  
Acting Deputy Director  
Central Intelligence Agency  
Washington, DC 20505

Dear Mr. Blake:

Thank you very much for taking the time to personally construct a very detailed and informative letter pertaining to your agency's fair employment practices. Your letter was a welcome departure from past Administration responses to minorities' inquiries about other executive departments.

However, on the subject of employment there remain a few more questions:

1. How many Black or Hispanic Americans are receiving over \$30,000 per annum and what per cent of all persons above that paygrade do they comprise? 6-5-14
2. Is there even a remote possibility that Mr. Knoche's position could be filled by a minority? (The Agency has now been in existence for 30 years and such an appointment could certainly signal a sincere desire on the part of the Carter Administration to eradicate institutionalized notions that ipso facto exclude minorities from certain positions).

Finally, on the subject of minority business enterprise I certainly understand the role of the CIA as well as any citizen not in its direct employ, including its legally mandated sphere of operations. However, I am also aware that expenditures - even such routine ones as that required for the printing of the descriptive brochure you enclosed - was undoubtedly a domestic expenditure. In all, I think one can reasonably conclude that the CIA makes considerable domestic expenditures. The questions thus obtains: how much of those dollars go to minority businesses and individuals? (or, in the absence of dollar amounts - perhaps for security reasons - what percent?)

Your comments to date have been responsive and I hope that we can continue to be candid on this subject. I look forward to hearing from you soon.

Sincerely,

  
Clarke R. Watson

President  
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A Division of Westland Companies • 1429 Larimer Square Denver, CO 80202 • Box 3133 Boulder, CO 80303

26 OCT 1977

Mr. Clarke R. Watson, President  
The Westland Companies  
1429 Larimer Square  
Denver, Colorado 80202

Dear Mr. Watson:

Your 28 September letter to the President of the United States has been referred to this Agency for response -- an opportunity we welcome.

I wish to assure you, sir, that the Central Intelligence Agency is not immune from fair employment, and has no desire so to be. We are, quite proudly, an equal opportunity employer with an aggressive affirmative action plan. CIA has made substantial progress in the last several years in our priority objective to identify and recruit minority individuals for employment with this Agency. In Fiscal Year 1977, almost 15% of the total number of individuals we brought on board for professional and technical positions were either Black or Hispanic Americans. They generally ranged in grade and salary from GS-7 (currently \$12,336 per annum) to GS-14, Step 6 (currently \$35,375 per annum). On the clerical side, we have done even better. Twenty-seven per cent (27%) of the clerical employees who entered on duty in FY-77 were minorities; mostly in the GS-3 (currently \$7,930 per annum) and the GS-4 (currently \$8,902 per annum) range. Internally, we have initiated or continued a wide range of programs to assure equal opportunities for our minority employees and to utilize fully their skills and talents. We have worked hard to improve. The results are encouraging but much, of course, remains to be done. Enclosed, for your perusal, is the CIA Equal Employment Opportunity Plan for Fiscal Year 1977 and a recruitment brochure. Our FY-78 Plan has been approved by the Civil Service Commission and will be published shortly.

I have read the list of High-Level Black Appointments in the Carter Administration prepared by Mr. John W. Lewis, Jr. The Central Intelligence Agency is quite unique in regard to Presidential appointments in that only two of our positions fall in that category. They are the Director of Central Intelligence

and the Deputy Director of Central Intelligence. As you know, Admiral Stansfield Turner was President Carter's choice to be Director of Central Intelligence. The position of Deputy Director of Central Intelligence is vacant following the retirement of Mr. E. H. Knoche on 1 August 1977.

The absence of the Agency from the Inter-Agency Council for Minority Business Enterprise is easy to explain by an examination of our role in the Executive Branch. It is the responsibility of the Central Intelligence Agency to collect, evaluate, and produce foreign intelligence. The primary task of CIA is to provide the most accurate, comprehensive, and objective information available about national security matters, together with whatever can be learned or deduced about possible impending foreign developments. As you can see, our charter simply does not relate to domestic activities. As a matter of fact, we are specifically prohibited from participating in all such activities except for a few, like recruitment, that are required to carry out our overseas charter. It would be most inappropriate, therefore, for this Agency to participate in the Inter-Agency Council for Minority Business Enterprise, the membership of which includes senior executives of major agencies and departments having programs to promote and strengthen domestic business enterprises. Our presence on such a council could easily be misunderstood, to the possible detriment of that body's effectiveness.

I trust that my comments have been responsive to the concerns you expressed in your letter to President Carter.

Sincerely,

/s/John F. Blake

John F. Blake  
Acting Deputy Director

Enclosures

Distribution:

Orig - Addressee

1 - ADDCI

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1 - EEO

1 - ADDA

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1 - DD/Pers/R&P Stayback

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Retyped: O/ADDA/lm (21 Oct 77)

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Advertising  
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77-5987
Registry
77-5511

77-3283

WH/10/7/77

September 28, 1977

The President  
The White House  
Washington, D.C. 20500

Sir:

We certainly commend your administration for its activities promoting greater development of American minority-owned businesses. Your September 12 statement released by Mr. Powell's office is most encouraging.

However, there exists a rather glaring contradiction in the form of the Central Intelligence Agency which gives one pause in terms of the sincerity of various Administration statements advocating universal equality. From an internal perspective it appears that no Black person has a substantive role within the Agency. (I have enclosed a list prepared by an associate of mine, John Lewis, which, you will note, does not contain a reference to the CIA.)


Externally, the Agency appears not to have a policy aimed at encouraging minority participation in its affairs. Its absence from the Inter-agency Council for Minority Business Enterprise (see enclosed) is evidence of this.

We contend that to permit any agency of government, for whatever reason, to not have an affirmative action policy sets a dangerous precedent for discrimination in other segments of the public and private sectors. No argument, "security" or otherwise, should be advanced in the cause of discrimination.

Therefore, we, as a 100% minority-owned firm, request that immediate and definitive steps be undertaken by your office to eliminate this seeming immunity from fair employment and business practices.

We thank you in advance for your personal attention in this matter.

Sincerely,  
THE WESTLAND COMPANIES

  
Clarke R. Watson, President

cc: Parren Mitchell  
Dr. Randolph T. Blackwell